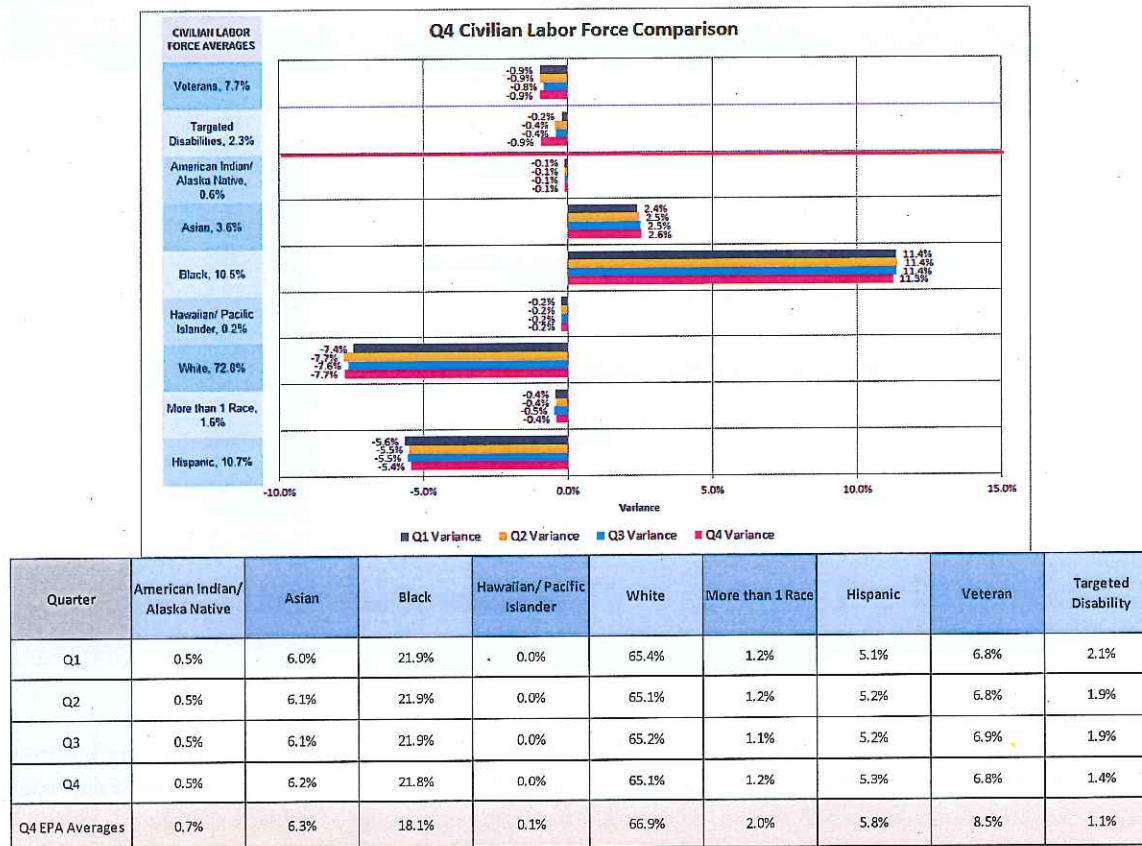


## 19. Region 5

## 2. Region 5 and National Civilian Labor Force Demographic Diversity Comparison

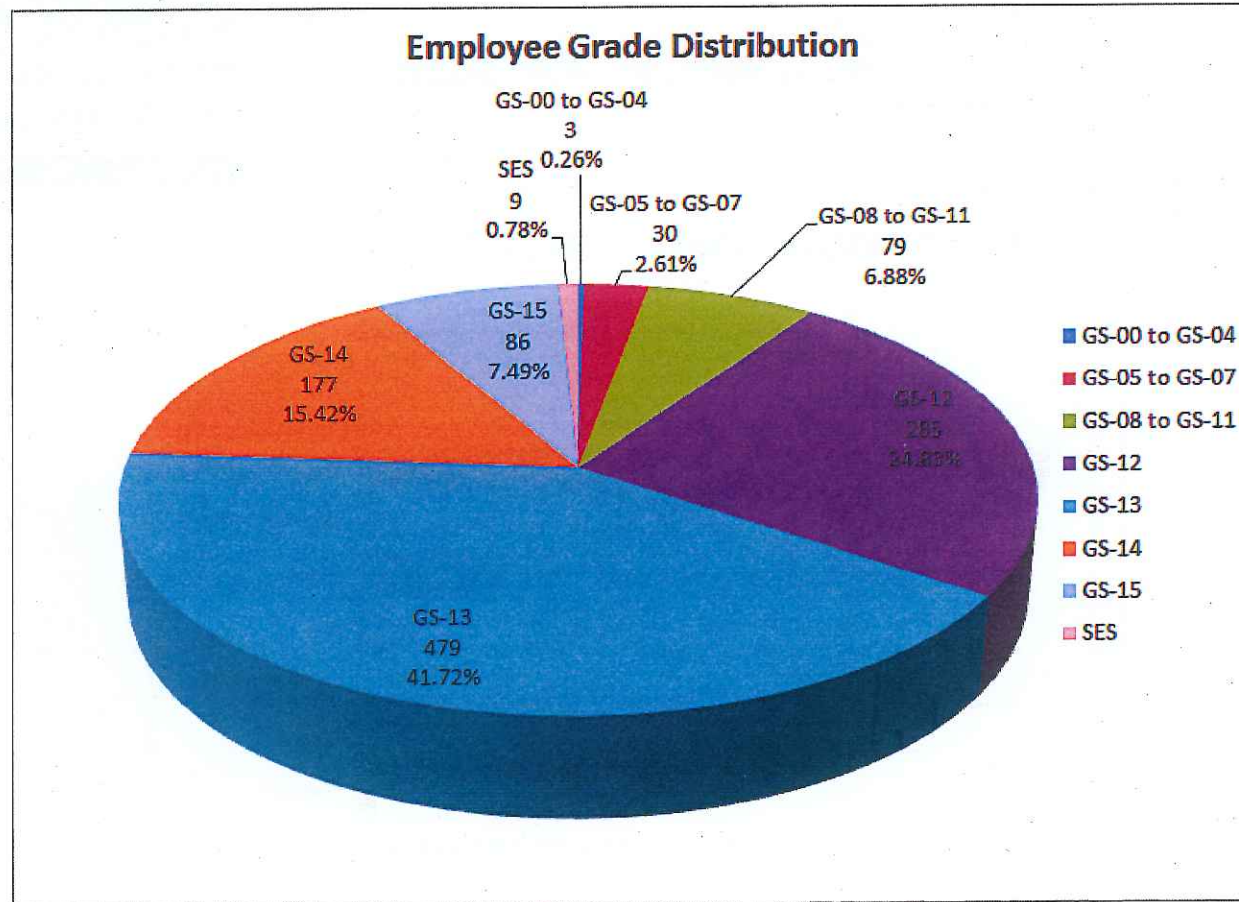
An overview of the current number and percentages of permanent employees by race/national origin, targeted disability, and veteran status as compares to the most recently available national civilian labor force (CLF) data (2000 Census data.<sup>19</sup>). In the bar chart, the variances are reflected by quarter as negative and positive variances of the office/region workforce compared to the CLF, and the actual percentages of employees are depicted in the accompanying table. For reference, CLF averages are depicted along the vertical axis of the chart, and EPA averages are depicted in the table.



<sup>19</sup> 2000 Census data found at: [www.census.gov/eo2000](http://www.census.gov/eo2000) and includes total civilian labor force by census occupational codes and by detailed race/ethnicity.

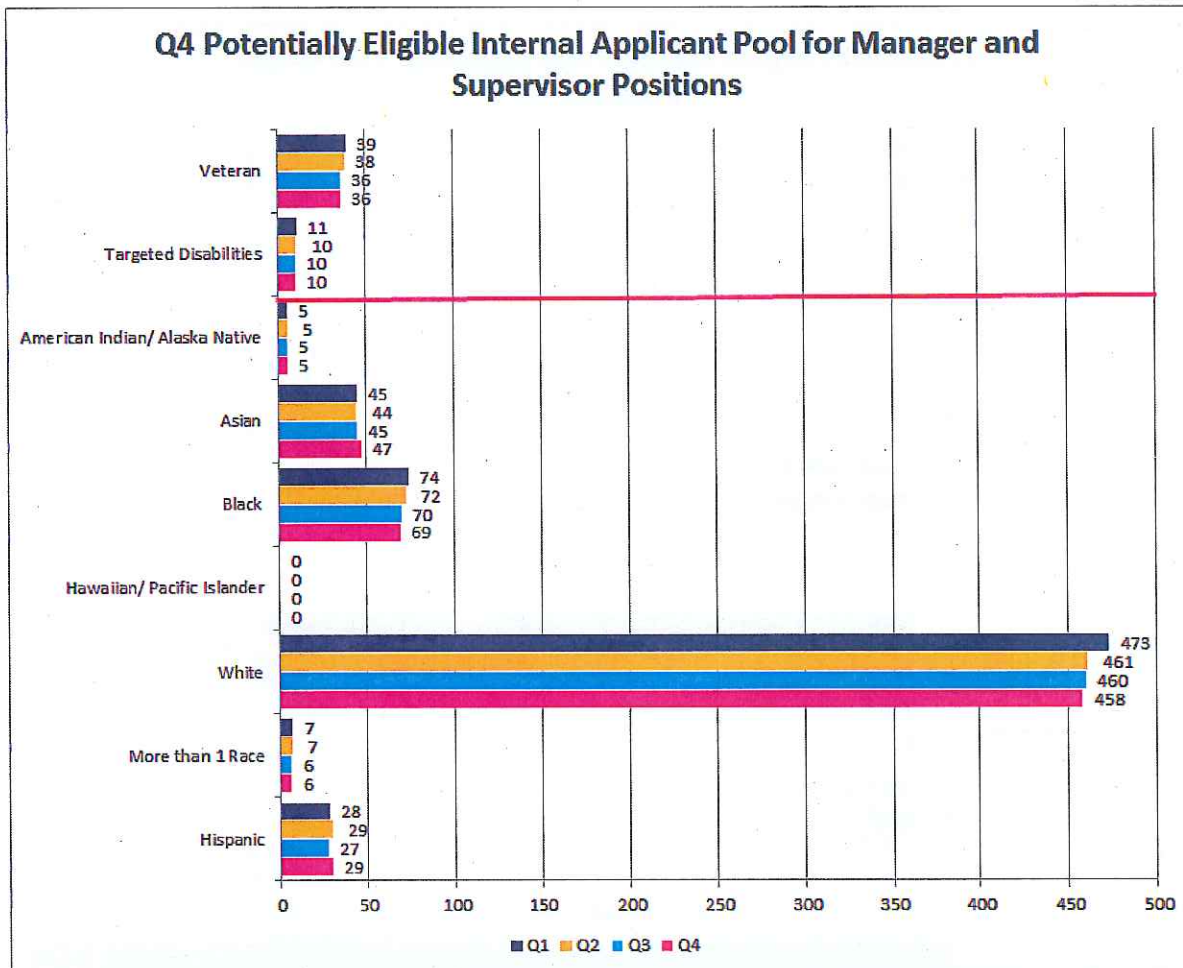
#### 4. Region 5 Grade Distribution

An overview of the number and percentages of permanent employees by grade level in the current quarter.



## 6. Region 5 Potentially Eligible Internal Applicant Pool for Manager and Supervisor Positions

An overview of the number and percentage of permanent employees, categorized by race/national origin, targeted disability, and veteran status, in the manager and supervisor applicant pool, which includes permanent employees in grades **GS-13 through GS-15** categorized as **non-manager levels 4 through 8** (see Data Dictionary for description of manager levels). The chart below reflects data for the current quarter.



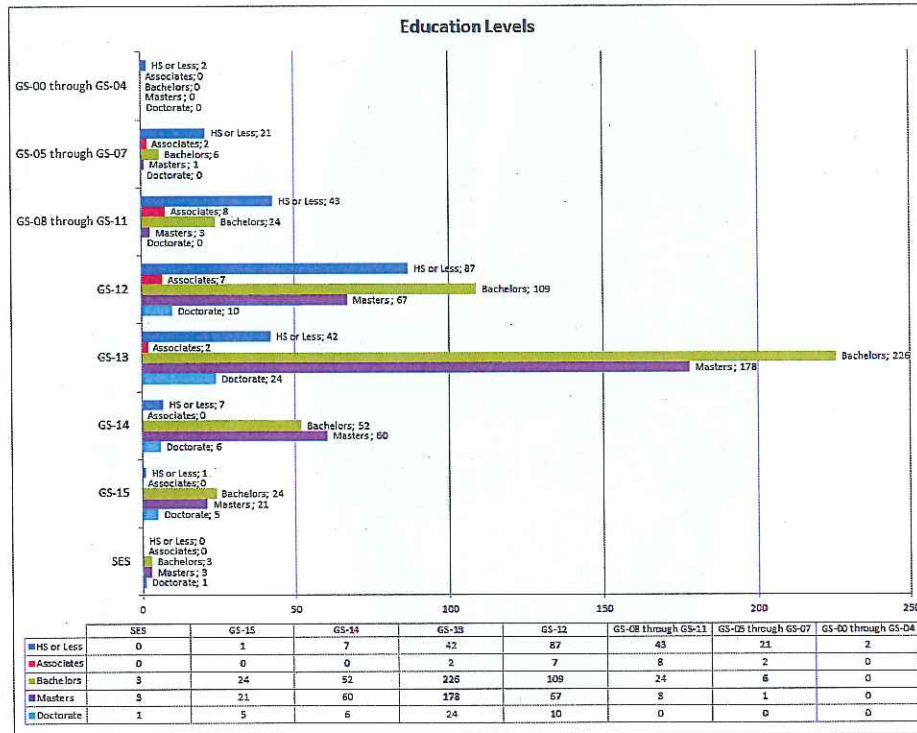
Race/Ethnicity/Targeted Disability	Q1		Q2		Q3		Q4	
	# of Employees	% of Employees	# of Employees	% of Employees	# of Employees	% of Employees	# of Employees	% of Employees
Veteran	39	6.17%	38	6.15%	36	5.87%	36	5.86%
Targeted Disabilities	11	1.74%	10	1.62%	10	1.63%	10	1.63%
American Indian/Alaska Native	5	0.79%	5	0.81%	5	0.82%	5	0.81%
Asian	45	7.12%	44	7.12%	45	7.34%	47	7.65%
Black	74	11.71%	72	11.65%	70	11.42%	69	11.24%
Hawaiian/Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White	473	74.84%	461	74.60%	460	75.04%	458	74.59%
More than 1 Race	7	1.11%	7	1.13%	6	0.98%	6	0.98%
Hispanic	28	4.43%	29	4.69%	27	4.40%	29	4.72%
<b>TOTALS:</b>	<b>632</b>	<b>100%</b>	<b>618</b>	<b>100%</b>	<b>613</b>	<b>100%</b>	<b>614</b>	<b>100%</b>

## 8. Region 5 Education by GS Level

An overview of employees grade categories by education levels. Education level categories include high school or less (which includes employees with some college), Associates, Bachelors, Masters, and Doctorate.

### 8a Education by GS Level

The education levels of employees in all grades as of the 4th quarter of 2013.



### 8b Education Levels by Race/National Origin

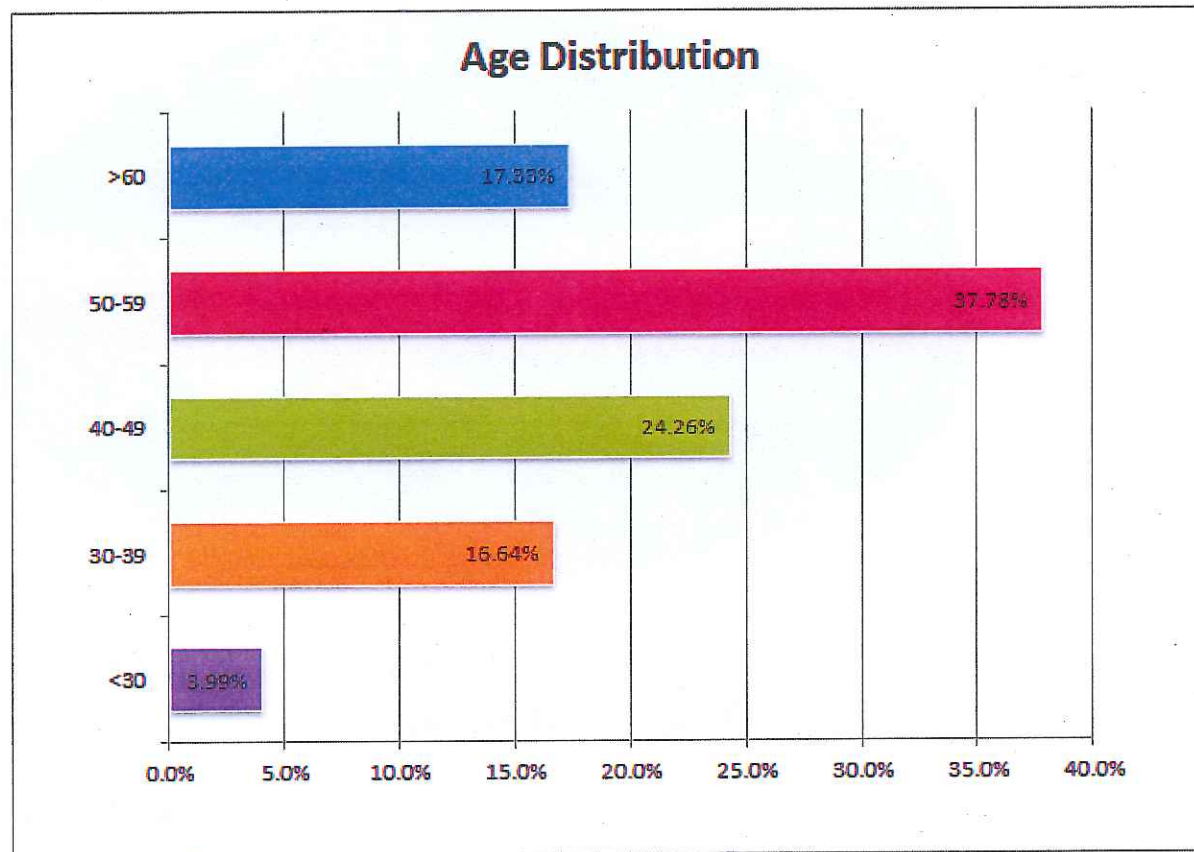
The accompanying table presents education levels by race/national origin on employees in grade levels GS-01 through GS-12 for the current quarter.

Race/National Origin: GS-01 through GS-12														
Education Level	Q1							Q2						
	American Indian/ Alaska Native	Asian	Black	Hawaiian/ Pacific Islander	White	More than 1 Race	Hispanic	American Indian/ Alaska Native	Asian	Black	Hawaiian/ Pacific Islander	White	More than 1 Race	Hispanic
HS or Less	1	4	112	0	33	2	10	1	4	110	0	23	2	9
Associates	0	0	13	0	2	0	3	0	0	13	0	2	0	3
Bachelors	0	11	36	0	80	3	12	0	10	35	0	55	3	8
Masters	0	5	3	0	65	1	2	0	5	3	0	43	1	1
Professional	0	0	0	0	5	0	1	0	0	0	0	4	0	1
Doctorate	0	0	1	0	9	0	0	0	0	0	0	6	0	0
Totals:	1	20	165	0	194	6	28	1	19	161	0	133	6	22

Education Level	Q3							Q4						
	American Indian/ Alaska Native	Asian	Black	Hawaiian/ Pacific Islander	White	More than 1 Race	Hispanic	American Indian/ Alaska Native	Asian	Black	Hawaiian/ Pacific Islander	White	More than 1 Race	Hispanic
HS or Less	1	4	108	0	31	2	10	1	4	107	0	29	2	10
Associates	0	0	13	0	2	0	2	0	0	13	0	2	0	2
Bachelors	0	10	37	0	78	3	12	0	10	37	0	77	3	12
Masters	0	5	4	0	63	1	2	0	4	4	0	60	1	2
Professional	0	0	0	0	5	0	1	0	0	0	0	5	0	1
Doctorate	0	0	1	0	9	0	0	0	0	1	0	9	0	0
Totals:	1	19	163	0	188	6	27	1	18	162	0	182	6	27

## 10. Region 5 Age Distribution

An overview of the current employee age distribution categorized as <30, 30-39, 40-49, 50-59, and >60 for the current quarter. Employees' ages are determined at the end of each quarter so that the dashboards are adjusted accordingly throughout the year.



**11b Retirement Eligibility by Grade Table**

The Retirement Eligibility by Grade table provides the numbers and percentages of employees by grade levels GS-11 through GS-15 and SES for the years 2013 through 2015. The total number of employees for each grade level is based on the current quarter; therefore, the percentages to retire for 2014 and 2015 may change as the number of employees in these grades change.

Grade	Total # of Employees (as of 2013 Q4)	2013		2014		2015	
		# Eligible to Retire (2013 and prior)	% Eligible to Retire	# Eligible to Retire - 2014	% Eligible to Retire	# Eligible to Retire - 2015	% Eligible to Retire
SES	9	3	33.3%	0	0.0%	2	22.2%
GS-15	86	27	31.4%	4	4.7%	11	12.8%
GS-14	177	40	22.6%	9	5.1%	8	4.5%
GS-13	479	105	21.9%	21	4.4%	22	4.6%
GS-12	285	52	18.2%	11	3.9%	12	4.2%
GS-11	31	2	6.5%	0	0.0%	1	3.2%